
Annual EEO Public File Report Form

KGAN

Annual EEO Public File Report

The purpose of the EEO Public File Report ("Report") is to comply with Section 73.2080(c)(6) of the FCC's 2002 EEO Rule. This Report has been prepared on behalf of the Station Employment Unit that is comprised of the following station: KGAN, Cedar Rapids, IA and is required to be placed in the public inspection files of this station, and posted on the web site, if it has a web site.

The information contained in this Report covers the time period beginning 10/1/03 to and including 9/30/04 (the "Applicable Period").

The FCC's 2002 EEO Rule requires that this Report contain the following information:

1. A list of all full-time vacancies filled by the Station comprising the Station Employment Unit during the Applicable Period;
2. For each such vacancy, the recruitment source(s) utilized to fill the vacancy (including, if applicable, organizations entitled to notification pursuant to Section 73.2080(c)(1)(ii) of the new EEO Rule, which should be separately identified by name, address, contact person and telephone number;
3. The recruitment source that referred the hiree for each full-time vacancy during the Applicable Period;
4. Data reflecting the total number of persons interviewed for full-time vacancies during the Applicable Period and the total number of interviewees referred by each recruitment source utilized in connection with such vacancies; and

5. A list and brief description of the initiatives undertaken pursuant to Sections 73.2080(c)(2) of the FCC rules.

Appendices 1, 2, and 3, which follow, have been designed, in the aggregate, to provide the required information. Please note that the numbers listed on Appendix 2 under the column entitle "Full-time Positions for Which This Source Was Utilized" refer to the number of the full-time job positions listed on Appendix 1.

For the purposes of this Report, a vacancy was deemed "filled" not when the offer was extended but when the hiree accepted the job offer and started in the position. A person was deemed "interviewed" when he or she was interviewed in person.

Appendix 1 to
Annual EEO Public File Report Form
Covering the Period from 10/1/03 to 9/30/04
Station Comprising Station Employment Unit: KGAN

Section 1: Vacancy Information

	Full-time Positions Filled By job Title	Recruitment Source of Hiree	Total Number of Interviewees from All sources for This Position
1	Account Executive.	Cedar Rapids Gazette	8
2	Account Executive	Cedar Rapids Gazette	5
3	Account Executive	KGAN.com	8
4	Sales Assistant	CorridorCareers.com	5
5	MCO	Referral	5
6	MCO	Internal Applicant	3
7	MCO	Internal Applicant	3
8	Prod. Asst.	Internal Applicant (promotion)	4
9	Videotape Editor	Internal Applicant (promotion)	7
10	Videotape Editor	Referral	5
11	Photojournalist	Referral	4
12	Photojournalist	Tvjobs.com	5
13	Sports Rep./Photog.	Referral	9
14	Meteorologist (W/E)	Referral	5

Total Number of Persons Interviewed During Applicable Period: 76

Appendix 2 to

Annual EEO Public File Report Form

Covering the Period from 10/1/03 to 9/30/04

Station Comprising Station Employment Unit: KGAN

Section 2: Recruitment Source Information

	Recruitment Source (Name, Address, Telephone Number, Contact Person)	Total Number of Interviewees This Source Has Provided During This Period (If Any)	Full-time Positions for Which This Source Was Utilized
A	Placement Office Kirkwood Community College 6301 Kirkwood Blvd. SW Cedar Rapids, IA 52404	0	Account Executive
		0	Account Executive
		0	Account Executive
		0	Sales Assistant
		0	MCO
		0	MCO
		0	MCO
		0	Prod. Asst.
		0	VT Editor
		0	VT Editor
		0	Photojournalist
		0	Photojournalist
		0	Sports Rep./Photog.
		0	Meteorologist (W/E)
B	Placement Office The University of Iowa Iowa City, IA 52240	0	Account Executive
		0	Account Executive
		0	Account Executive
		0	Sales Assistant
		0	MCO
		0	MCO
		0	MCO
		0	Prod. Asst.

		0	VT Editor
		0	VT Editor
		0	Photojournalist
		0	Photojournalist
		0	Sports Rep./Photog.
		0	Meteorologist (W/E)
C	HACAP Hawkeye Area Community Action Program 1515 Hawkeye Drive Hiawatha, IA 52233	0	Account Executive
		0	Account Executive
		0	Account Executive
		0	Sales Assistant
		0	MCO
		0	MCO
		0	MCO
		0	Prod. Asst.
		0	VT Editor
		0	VT Editor
		0	Photojournalist
		0	Photojournalist
		0	Sports Rep./Photog.
		0	Meteorologist (W/E)
D	Options of Linn County 1019 Seventh Street SE Cedar Rapids, IA 52401	0	Account Executive
		0	Account Executive
		0	Account Executive
		0	Sales Assistant
		0	MCO
		0	MCO
		0	MCO
		0	Prod. Asst.
		0	VT Editor
		0	VT Editor
		0	Photojournalist
		0	Photojournalist
		0	Sports Rep./Photog.
		0	Meteorologist (W/E)
E	Director, Employment Services Hamilton Business College	0	Account Executive
		0	Account Executive
		0	Account Executive
		0	Sales Assistant

	3165 Edgewood Pkwy SW Cedar Rapids, IA 52404	0 0 0 0 0 0 0 0 0 0	MCO MCO MCO Prod. Asst. VT Editor VT Editor Photojournalist Photojournalist Sports Rep./Photog. Meteorologist (W/E)
F	NAACP 1134 9 th St. SE Cedar Rapids, IA 52401	0 0 0 0 0 0 0 0 0 0 0 0 0 0	Account Executive Account Executive Account Executive Sales Assistant MCO MCO MCO Prod. Asst. VT Editor VT Editor Photojournalist Photojournalist Sports Rep./Photog. Meteorologist (W/E)
G	Jane Boyd Community House 943 14 th Ave. SE Cedar Rapids, IA 52401	0 0 0 0 0 0 0 0 0 0 0 0 0 0	Account Executive Account Executive Account Executive Sales Assistant MCO MCO MCO Prod. Asst. VT Editor VT Editor Photojournalist Photojournalist Sports Rep./Photog. Meteorologist (W/E)

H	Coe College 1220 1 st Ave. NE Cedar Rapids, IA 52402	0 0 0 0 0 0 0 0 0 0 0 0 0 0	Account Executive Account Executive Account Executive Sales Assistant MCO MCO MCO Prod. Asst. VT Editor VT Editor Photojournalist Photojournalist Sports Rep./Photog. Meteorologist (W/E)
I	Placement Office Cornell College Mt. Vernon, IA 52314	0 0 0 0 0 0 0 0 0 0 0 0 0 0	Account Executive Account Executive Account Executive Sales Assistant MCO MCO MCO Prod. Asst. VT Editor VT Editor Photojournalist Photojournalist Sports Rep./Photog. Meteorologist (W/E)
J	Professional Women's Network 7321 Prairie Heights Dr. Cedar Rapids, IA 52404	0 0 0 0 0 0 0 0 0	Account Executive Account Executive Account Executive Sales Assistant MCO MCO MCO Prod. Asst. VT Editor

		0 0 0 0 0	VT Editor Photojournalist Photojournalist Sports Rep./Photog. Meteorologist (W/E)
K	Iowa Workforce Development 800 7 th St. SE Cedar Rapids, IA 52401	0 0 0 0 2 0 0 0 0 1 0 0 0 0	Account Executive Account Executive Account Executive Sales Assistant MCO MCO MCO Prod. Asst. VT Editor VT Editor Photojournalist Photojournalist Sports Rep./Photog. Meteorologist (W/E)
L	Career Services Mt. Mercy College 1330 Elmhurst Drive NE Cedar Rapids, IA 52404	0 0 0 0 0 0 0 0 0 0 0 0 0 0	Account Executive Account Executive Account Executive Sales Assistant MCO MCO MCO Prod. Asst. VT Editor VT Editor Photojournalist Photojournalist Sports Rep./Photog. Meteorologist (W/E)
M	Placement Office St. Ambrose College 518 W. Locust Davenport, IA 52803	0 0 0 0	Account Executive Account Executive Account Executive Sales Assistant

		0	MCO
		0	MCO
		0	MCO
		0	Prod. Asst.
		0	VT Editor
		0	VT Editor
		0	Photojournalist
		0	Photojournalist
		0	Sports Rep./Photog.
		0	Meteorologist (W/E)
N	Dept. of Journalism Iowa State University Ames, IA 50011	0	Account Executive
		0	Account Executive
		0	Account Executive
		0	Sales Assistant
		0	MCO
		0	MCO
		0	MCO
		0	Prod. Asst.
		0	VT Editor
		0	VT Editor
		0	Photojournalist
		0	Photojournalist
		0	Sports Rep./Photog.
		0	Meteorologist (W/E)
O	Hawkeye Inst. Of Technology P.O. Box 8015 Waterloo, IA 50704	0	Account Executive
		0	Account Executive
		0	Account Executive
		0	Sales Assistant
		0	MCO
		0	MCO
		0	MCO
		0	Prod. Asst.
		0	VT Editor
		0	VT Editor
		0	Photojournalist
		0	Photojournalist
		0	Sports Rep./Photog.
		0	Meteorologist (W/E)

P	Placement Office University of Northern Iowa Cedar Falls, IA 50614	0 0 0 0 0 0 0 0 0 0 0 0 0 0	Account Executive Account Executive Account Executive Sales Assistant MCO MCO MCO Prod. Asst. VT Editor VT Editor Photojournalist Photojournalist Sports Rep./Photog. Meteorologist (W/E)
Q	Iowa Broadcasters Assoc. P.O. Box 71186 Des Moines, IA 50265	0 0 0 0 0 0 0 0 0 0 0 0 0 0	Account Executive Account Executive Account Executive Sales Assistant MCO MCO MCO Prod. Asst. VT Editor VT Editor Photojournalist Photojournalist Sports Rep./Photog. Meteorologist (W/E)
R	Broadcast Employment Services TVJOBS.com Mr. Mark Holloway, CEO P.O. Box 4116 Oceanside, CA 92052	0 0 0 3 2 1	VT Editor VT Editor Photojournalist Photojournalist Sports Rep./Photog. Meteorologist (W/E)
S	Ms. Foundation for Women	0 0	Account Executive Account Executive

	120 Wall Street 33 rd Floor New York, NY 10005	0 0 0 0 0 0 0 0 0 0 0 0	Account Executive Sales Assistant MCO MCO MCO Prod. Asst. VT Editor VT Editor Photojournalist Photojournalist Sports Rep./Photog. Meteorologist (W/E)
T	NAACP P.O. Box 25427 Raleigh, NC 27611	0 0 0 0 0 0 0 0 0 0 0 0 0	Account Executive Account Executive Account Executive Sales Assistant MCO MCO MCO Prod. Asst. VT Editor VT Editor Photojournalist Photojournalist Sports Rep./Photog. Meteorologist (W/E)
U	NAB National Assoc. of Broadcasters Mr. Dwight Ellis 1771 North Street NW Washington, DC 20036	0 0 0 0 0 0 0 0 0 0 0 0	Account Executive Account Executive Account Executive Sales Assistant MCO MCO MCO Prod. Asst. VT Editor VT Editor Photojournalist Photojournalist

		0 0	Sports Rep./Photog. Meteorologist (W/E)
V	National Assoc. of Hispanic Journalists 1000 National Press Building 529 14 th Street NW Washington, DC 20045- 2100	0 0 0 0 0 0 0 0 0 0 0 0 0	Account Executive Account Executive Account Executive Sales Assistant MCO MCO MCO Prod. Asst. VT Editor VT Editor Photojournalist Photojournalist Sports Rep./Photog. Meteorologist (W/E)
W	Native American Public Telecommunications Mr. Frank Blythe P.O. Box 83111 Lincoln, NE 68501	0 0 0 0 0 0 0 0 0 0 0 0 0	Account Executive Account Executive Account Executive Sales Assistant MCO MCO MCO Prod. Asst. VT Editor VT Editor Photojournalist Photojournalist Sports Rep./Photog. Meteorologist (W/E)
X	Women's Information Network Job Placement Office 1800 R. Street NW Suite C-4 Washington, Dc 20009	0 0 0 0 0 0 0	Account Executive Account Executive Account Executive Sales Assistant MCO MCO MCO

		0 0 0 0 0 0 0	Prod. Asst. VT Editor VT Editor Photojournalist Photojournalist Sports Rep./Photog. Meteorologist (W/E)
Y	JournalismJobs.com P.O. Box 7294 Berkeley, CA 94707	0 0 0 0 1 0	VT Editor VT Editor Photojournalist Photojournalist Sports Rep./Photog. Meteorologist (W/E)
Z	KGAN.com (Station Website)	0 0 3 0 2 2 2 0 4 3 2 1 2 1	Account Executive Account Executive Account Executive Sales Assistant MCO MCO MCO Prod. Asst. VT Editor VT Editor Photojournalist Photojournalist Sports Rep./Photog. Meteorologist (W/E)
A A	Cedar Rapids Gazette (Local Newspaper) 500 3 rd Ave. SE Cedar Rapids, IA 52401	4 4 4 4	Account Executive Account Executive Account Executive Sales Assistant
B B	Dubuque Telegraph – Herald 801 Bluff St. Dubuque, IA 52001	1 0 0	Account Executive Account Executive Account Executive

C	Iowa City Press-Citizen	0	Account Executive
C	P.O. Box 2480	0	Account Executive
	Iowa City, IA 52244	0	Account Executive
D	Waterloo Courier	0	Account Executive
D	P.O. Box 540	0	Account Executive
	501 Commercial St.	0	Account Executive
	Waterloo, IA 50704		
E	Corridor Careers. com	0	Account Executive
E		0	Account Executive
		0	Account Executive
		1	Sales Assistant
F	Internal Applicants	0	Account Executive
F		0	Account Executive
		0	Account Executive
		0	Sales Assistant
		0	MCO
		1	MCO
		1	MCO
		2	Prod. Asst.
		1	VT Editor
		1	VT Editor
		0	Photojournalist
		0	Photojournalist
		0	Sports Rep./Photog.
		0	Meteorologist (W/E)
G	Walk-In Applicants	0	Account Executive
G		0	Account Executive
		0	Account Executive
		0	Sales Assistant
		0	MCO
		0	MCO
		0	MCO
		1	Prod. Asst.
		0	VT Editor
		0	VT Editor
		1	Photojournalist
		0	Photojournalist

		0 0	Sports Rep./Photog. Meteorologist (W/E)
H H	Referrals	3 1 1 0 1 0 0 1 1 1 1 4 3	Account Executive Account Executive Account Executive Sales Assistant MCO MCO MCO Prod. Asst. VT Editor VT Editor Photojournalist Photojournalist Sports Rep./Photog. Meteorologist (W/E)
I I	CareerBuilder.com After 6/1/04	0 0 0 0 0 0 0	Account Executive MCO MCO VT Editor Photojournalist Sports Rep./Photog. Meteorologist (W/E)

***The station publishes notices asking organizations that want to be notified of job vacancies to contact us. No organizations have contacted KGAN with such a request.**

Appendix 3 to

Annual EEO Public File Report Form

Covering the Period from 10/1/03 to 9/30/04

Station Comprising Station Employment Unit KGAN

Section 3: Supplemental (Non-Vacancy Specific) Recruitment Activities
Undertaken by KGAN

Type of Activity Under New EEO Rule:

SCHOLARSHIP PROGRAM

Date of Station Participation: ONGOING

Participating Employees: Melissa Hubbard, Programming Coordinator

Host/Sponsor of Activity: KGAN - TV

Brief Description of Activity and Station Participation: The Dave Shay KGAN – TV Scholarship for Broadcast Journalism. A radio and TV news reporter, anchorman, and commentator at KGAN-TV for 35 years, Dave Shay has earned the respect of the journalistic community and the public. To honor Dave, his distinguished career and journalistic integrity, KGAN-TV created this special scholarship fund to help and encourage a new generation of broadcast journalists to achieve their dreams. The scholarship is open to all students who are Iowa residents. Students must be enrolled full-time at an accredited four-year Iowa college or university, preparing for a career in broadcast journalism. Eligibility is limited to students entering their junior or senior year of study. One scholarship of \$500 is awarded per year for one year only, but may be renewed. The application deadline in 2004 for the Dave Shay Scholarship was May 1st. This scholarship opportunity was promoted over our air for 2 months prior to the application deadline, but no applications that met the award criteria were received. This

scholarship will be promoted in the 1st and 2nd quarters of 2005 with an application deadline of May 1, 2005. We fully expect to award this scholarship on an annual basis, provided we receive applications that meet the award criteria.

INTERNSHIP PROGRAM

The station has an internship program as defined below:

Program Goal:

The goal of our internship program is to recruit candidates from colleges and technical schools to prepare them for entry-level jobs within the broadcast industry.

Program Objectives:

- Develop links with technical schools, universities and colleges to promote the station as a prospective employer.
- Create a symbiotic relationship between interns and station employees.
- Provide interns with opportunities for translating classroom theories into industry applications. Interns will have the chance to develop practical skills that will improve their chances for success within the broadcast industry.

Eligibility Requirements:

- The applicant must be attending an accredited institution. Graduate students also are eligible. Preferably, applicants should be communication majors, though other majors may be considered.
- The applicant must be at least 18 years of age.
- The applicant must be in good academic standing, as defined by his or her academic institution.
- The applicant must receive academic credit for the internship experience. He or she must be registered for college credit at his or her institution

during the quarter or semester in which the internship is performed. Interns are not paid.

- In addition to meeting the institution's eligibility requirements, the applicant must meet the station's eligibility requirements.

KGAN – TV had 10 interns during this period. These interns came to us from The University of Iowa, Iowa City, IA (8); Drake University, Des Moines, IA (1); Iowa State University, Ames, IA (1).

Any person interested in internship opportunities should contact the station for more details.

TRAINING

SBG, Inc and its station KGAN are equal opportunity employers. Equal employment opportunity has been and continues to be both the Company's policy and practice. In order to provide equal employment and advancement opportunities to all individuals, employment decisions at SBG and its stations will be based on merit, qualifications, and abilities. We will recruit, hire, train, promote, and make all other employment decisions without regard to race, color, religion, sex, national origin, age, disability, veteran status, Acquired-Immune Deficiency Syndrome (AIDS), AIDS-Related Complex (ARC), veteran status or any other category protected by law.

Further, in keeping with this commitment to equal employment opportunity, SBG Inc. offers mandatory training for equal opportunity employment, discrimination and appropriate workplace behavior including workplace harassment to its management.

On October 1, 2003, all managers were required to attend a refresher meeting led by Michael Sullivan, Station Manager, on current Equal Opportunity Employment and Recruitment guidelines and hiring policies and procedures.

COMMUNITY EVENT

Date of Station Participation: 1/19/04

Participating Employee: Melissa Hubbard, Programming Coordinator

Sponsor of Activity: Cub Scout group – Cedar Rapids

Brief Description of Activity and Station Participation: Tour of station, including News, Production, Studio facilities, Weather Lab, and Master Control, highlighting what occurs in each functional area and the skills/education necessary to work in each area. The group was advised that broadcasting is not just “being on the air in front of the cameras”, but highlighted the many diverse jobs that are available in the other areas of a broadcast television station.

COMMUNITY EVENT

Date of Station Participation: 1/20/04

Participating Employee: Melissa Hubbard, Programming Coordinator

Sponsor of Activity: Cub Scout group – Cedar Rapids

Brief Description of Activity and Station Participation: Tour of station, including News, Production, Studio facilities, Weather Lab, and Master Control, highlighting what occurs in each functional area and the skills/education necessary to work in each area. The group was advised that broadcasting is not just “being on the air in front of the cameras”, but highlighted the many diverse jobs that are available in the other areas of a broadcast television station

COMMUNITY EVENT

Date of Station Participation: 2/25/04

Participating Employee: Melissa Hubbard, Programming Coordinator

Sponsor of Activity: Cub Scout group – Cedar Rapids

Brief Description of Activity and Station Participation: Tour of station, including News, Production, Studio facilities, Weather Lab, and Master Control, highlighting what occurs in each functional area and the skills/education necessary to work in each area. The group was advised that broadcasting is not just “being on the air in front of the cameras”, but highlighted the many diverse jobs that are available in the other areas of a broadcast television station

COMMUNITY EVENT

Date of Station Participation: 3/23/04

Participating Employee: Melissa Hubbard, Programming Coordinator

Sponsor of Activity: Girl Scout group – Cedar Rapids

Brief Description of Activity and Station Participation: Tour of station, including News, Production, Studio facilities, Weather Lab, and Master Control, highlighting what occurs in each functional area and the skills/education necessary to work in each area. The group was advised that broadcasting is not just “being on the air in front of the cameras”, but highlighted the many diverse jobs that are available in the other areas of a broadcast television station

COMMUNITY EVENT

Date of Station Participation: 4/18/04

Participating Employee: Melissa Hubbard, Programming Coordinator

Sponsor of Activity: Cub Scout Group - Dubuque

Brief Description of Activity and Station Participation: Tour of station, including News, Production, Studio facilities, Weather Lab, and Master Control, highlighting what occurs in each functional area and the skills/education necessary to work in each area. The group was advised that broadcasting is not just "being on the air in front of the cameras", but highlighted the many diverse jobs that are available in the other areas of a broadcast television station

EDUCATIONAL EVENT

Date of Station Participation: 2/11/05, 10:00 AM

Participating Employee: Melissa Hubbard, Programming Coordinator

Sponsor of Activity: Home School group – Cedar Rapids

Brief Description of Activity and Station Participation: Tour of station, including News, Production, Studio facilities, Weather Lab, and Master Control, highlighting what occurs in each functional area and the skills/education necessary to work in each area. The group was advised that broadcasting is not just "being on the air in front of the cameras", but highlighted the many diverse jobs that are available in the other areas of a broadcast television station

EDUCATIONAL EVENT

Date of Station Participation: 2/11/05, 2:00 PM

Participating Employee: Melissa Hubbard, Programming Coordinator

Sponsor of Activity: Home School group – Cedar Rapids

Brief Description of Activity and Station Participation: Tour of station, including News, Production, Studio facilities, Weather Lab, and Master Control, highlighting what occurs in each functional area and the skills/education necessary to work in each area. The group was advised that broadcasting is not just “being on the air in front of the cameras”, but highlighted the many diverse jobs that are available in the other areas of a broadcast television station

EDUCATIONAL EVENT

Date of Station Participation: 5/19/04

Participating Employee: Melissa Hubbard, Programming Coordinator

Sponsor of Activity: Grinnell High School group – Cedar Rapids

Brief Description of Activity and Station Participation: Tour of station, including News, Production, Studio facilities, Weather Lab, and Master Control, highlighting what occurs in each functional area and the skills/education necessary to work in each area. The group was advised that broadcasting is not just “being on the air in front of the cameras”, but highlighted the many diverse jobs that are available in the other areas of a broadcast television station

EDUCATIONAL EVENT

Date of Station Participation: 7/6/04

Participating Employee: Melissa Hubbard, Programming Coordinator

Sponsor of Activity: ABC Connection group – Cedar Rapids

Brief Description of Activity and Station Participation: ABC Connections, a daycare/preschool serving the Marion and Linn – Mar school districts, received a tour of the station, including News, Production, Studio facilities, Weather Lab, and Master Control, highlighting what occurs in each functional area and the skills/education necessary to work in each area. The group was advised that broadcasting is not just “being on the air in front of the cameras”, but highlighted the many diverse jobs that are available in the other areas of a broadcast television station